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Garmin Executive Profiles**Dr. Min Kao, Chairman & CEO**

Dr. Min Kao co-founded Garmin Corporation with Gary Burrell in October 1989 to integrate Global Positioning System (GPS) technology into navigation devices for multiple markets. Dr. Kao is credited with the breakthrough design and engineering of the GPS software technology that formed the foundation of the original Garmin product line. Today he directs the business development initiatives and strategic planning for all of Garmin worldwide.

Prior to founding Garmin, Dr. Kao served as a systems analyst at Teledyne Systems for inertial, radio navigation and fire control systems. While at Magnavox Advanced Products, he designed the Kalman filter algorithms for Phase II GPS user equipment. He later served as engineering group leader with King Radio Corporation and Allied Signal, where he led the development of the first GPS navigator to be certified by the FAA. Dr. Kao has a B.S. in electrical engineering from National Taiwan University. His career began at the University of Tennessee, where he earned his M.S. and Ph.D. degrees in electrical engineering and was involved in research for NASA and the U.S. Army.

Clifton Pemble, President and Chief Operating Officer

Clifton Pemble joined Garmin International in 1989 as a software engineer. As one of Garmin's first employees, he has served in a variety of leadership capacities including systems engineering and software engineering management. He was named to his current position of President and COO in October 2007, and directs day-to-day operations of all North American Garmin subsidiaries, including Garmin International, Inc. He is also a member of the Garmin Ltd. Board of Directors.

Prior to joining Garmin, he served as a software engineer for Allied Signal, participating in the development of earth-based and satellite-based navigation systems for general aviation.

Pemble earned his B.A. in Mathematics and Computer Science from MidAmerica Nazarene University.

Jon Cassat, Vice President, Communications

Jon Cassat joined Garmin in 1993 to lead the advertising efforts of the company. Prior to joining Garmin, Cassat held a variety of creative and leadership positions at area ad agencies. As Garmin's Manager of Corporate Communications and later as the Director of Marketing Communications, Cassat helped establish a full complement of in-house advertising, communications, and brand-building services in furtherance of the company's commitment to vertical integration. Cassat coordinated Garmin's Super Bowl advertisement campaigns in 2007 and 2008 and is an active participant in all advertising and sponsorship discussions. As Garmin continually expands its operations and market share in Europe, Cassat plays a key role in streamlining communication in the company's international offices.

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Cassat is a graduate of Nebraska Wesleyan University where he earned his B.S. in Business Administration. He continued his education with graduate studies at the University of Kansas in the William Allen White School of Journalism's Integrated Marketing Communications program. Cassat enjoys running, cycling and following the sport of cycling as an avid fan.

Garmin at a Glance

The global leader in satellite navigation, Garmin was founded by Gary Burrell and Dr. Min Kao on the principles of innovation, convenience, performance, value, and service.

What began as a brainstorming session of a handful of engineers around a card table in 1989 has evolved into a worldwide collaborative effort of thousands of colleagues. Garmin's goal, as it was then, remains simple: To create navigation and communication devices that can enrich our customers' lives. Our innovative products span various areas of interest, including automotive, aviation, marine, fitness, outdoor recreation and wireless applications.

A member of Garmin Ltd. ([Nasdaq: GRMN](#)), Garmin International exemplifies growth for everyone involved – consumers, employees, investors and retail partners. The secret to our success isn't even that much of a secret. From the time that the founders focused on selling their first product using GPS (Global Positioning System), Garmin has hired and surrounded itself with creative minds and passionate spirits.

Garmin's market breadth is another major reason why it can lay claim to the title of global satellite navigation leader, having delivered an industry leading 31 million GPS-enabled devices since the company's inception in 1989. Garmin posted \$3.18 billion in revenue in 2007, a 79 percent increase over 2006. In addition to 115 percent revenue growth in the automotive/mobile segment in 2007, Garmin posted a 19 percent revenue gain in its outdoor fitness segment, a 22 percent gain in marine revenue, and a 27 percent revenue increase in its aviation segment. The three non-automotive segments accounted for more than a quarter of Garmin's overall revenue in 2007.

Garmin is thriving because we take pride in the cooperative environment that stems from vertical integration — we design, manufacture, market and sell our products ourselves. During any given conversation about a product, you're likely to find engineers, designers, product testers, artists, writers and salespeople sharing their thoughts.

Investing in innovation has been central to Garmin's success. The original handful of employees in 1989 grew to a work force of 1,000 just 10 years later. That number doubled within four years and eclipsed 4,000 by 2006. In 2008, Garmin's worldwide work force topped 8,000 and shows little sign of slowing amid expansion in Europe, Australia and Asia.